

## NATIONAL NURSING EDUCATION INITIATIVE (NNEI) EXIT INTERVIEW

We would appreciate your assistance in providing us information that can be useful in planning for improving nurse retention, reducing turnover rates and, in general, enhancing the professional climate within each Department of Veterans Affairs (VA) facility. Summaries of the information obtained from these surveys will be shared with Nursing Administration at your facility and with Veterans Integrated Services Network (VISN) managers. All information will remain confidential. While we are asking for some background demographic data which could potentially be used to identify respondents, the only reason for our doing so is to determine whether there is a trend in the way some groups of individuals are responding to survey items. For example, are older employees leaving VA for reasons that are different than those of younger employees? Your completion of this questionnaire will help us to answer questions, identify strengths and weaknesses in nursing practice, and correct deficiencies that may exist.

STATION NAME

STATION NUMBER

### PART 1 - DEMOGRAPHIC AND BACKGROUND INFORMATION

**Instructions: Check the box to the left of the response which best describes you.**

1. Professional training/background:

☐ MSN      ☐ BSN      ☐ RN-diploma      ☐ LPN      ☐ Associate Degree      ☐ Other

2. Number of years since you received your State certification/license:

☐ Less than 2      ☐ 2 to 4      ☐ 5 to 9      ☐ 10 to 20      ☐ More than 20

3. Number of years full-time experience:

☐ Less than 2      ☐ 2 to 4      ☐ 5 to 9      ☐ 10 to 20      ☐ More than 20

4. Number of years employed at the VA facility from which you are separating:

☐ Less than 2      ☐ 2 to 4      ☐ 5 to 9      ☐ 10 to 20      ☐ More than 20

5. Sex:

☐ Male      ☐ Female

6. Age:

☐ 18 to 25      ☐ 26 to 40      ☐ 41 to 65      ☐ over 65

7. Race/National Origin:

☐ African American      ☐ Native American      ☐ Hispanic      ☐ White      ☐ Asian American/Pacific Islander      ☐ Other

8. The single most important reason I terminated my employment was:

- |  |  |
|--|--|
| <input type="checkbox"/> Poor supervision<br><input type="checkbox"/> Too heavy a work assignment<br><input type="checkbox"/> Poor relationships with co-workers and/or colleagues<br><input type="checkbox"/> Poor physical work conditions<br><input type="checkbox"/> Salary<br><input type="checkbox"/> Lack of job security<br><input type="checkbox"/> Lack of authority to get the job done<br><input type="checkbox"/> Not having the resources to do a good job<br><input type="checkbox"/> Lack of promotional opportunities<br><input type="checkbox"/> Career change<br><input type="checkbox"/> Changes in educational requirements | <input type="checkbox"/> Personal and/or family reasons<br><input type="checkbox"/> Elimination of my position due to, reduction-in-force (RIF) or re-organization<br><input type="checkbox"/> A better job opportunity<br><input type="checkbox"/> Health reasons<br><input type="checkbox"/> Scheduling issues<br><input type="checkbox"/> To continue my education<br><input type="checkbox"/> Relocation of spouse<br><input type="checkbox"/> Retirement<br><input type="checkbox"/> Other ( <i>Describe</i> ): |
|--|--|

### PART 2 - EXIT INTERVIEW

1. How do you feel about opportunities for promotion in the Department of Veterans Affairs (VA)?

<input type="checkbox"/> There is good opportunity for promotion <input type="checkbox"/> Promotions are based on ability	<input type="checkbox"/> The promotional policy is not fair <input type="checkbox"/> Promotions are based on who you know, not what you know or how well you perform
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2. From my experience, I feel that VA treats its employees:

☐ Extremely well      ☐ Quite well      ☐ Fairly well      ☐ Somewhat poorly

## NNEI EXIT INTERVIEW, CONTINUED

3. Overall, the supervision I received is the kind that:

- |   |   |
|---|---|
| <input type="checkbox"/> Greatly encouraged me to give extra effort | <input type="checkbox"/> Tended to discourage me from giving extra effort |
| <input type="checkbox"/> Encouraged me to give extra effort         | <input type="checkbox"/> Greatly discouraged me from giving extra effort  |
| <input type="checkbox"/> Had little influence on me                 |   |

4. While an employee with VA, how did you feel about your future with this organization?

- |  |  |  |
|--|--|--|
| <input type="checkbox"/> I felt good about it      | <input type="checkbox"/> I had mixed feelings about it   | <input type="checkbox"/> I was very worried about it |
| <input type="checkbox"/> I felt very good about it | <input type="checkbox"/> I was somewhat worried about it |  |

5. To what extent do you feel that people who get ahead in VA deserve it?

- ☐ Nearly all of the time      ☐ Rather often      ☐ Sometimes      ☐ Rarely

6. To what extent do you feel that pull and connections get a person ahead in VA?

- ☐ Nearly all of the time      ☐ Rather often      ☐ Sometimes      ☐ Rarely

7. To what extent do you feel that getting ahead in VA is based on ability?

- ☐ Nearly all of the time      ☐ Rather often      ☐ Sometimes      ☐ Rarely

8. I believe that VA's new educational standards for nurses which tie hiring and promotional opportunities to the Bachelor of Science in Nursing (BSN) degree will (Mark all that apply):

- ☐ Further enhance the nursing profession
- ☐ Help attract higher quality applicants
- ☐ Encourage staff to terminate their employment with the Department
- ☐ Work against certain groups of employees and future job applicants
- ☐ Is discriminatory in nature.

**NOTE: If you indicated discrimination, please describe your beliefs on a separate piece of paper.**

9. a). I believe that VA provides support to its nurses in pursuit of their educational goals: ☐ Yes ☐ No

b). If Yes, I believe this is accomplished through (Mark all that apply):

- |  |   |
|--|---|
| <input type="checkbox"/> Flexible scheduling of work hours   | <input type="checkbox"/> Tuition reimbursement programs |
| <input type="checkbox"/> Inservice training experiences  | <input type="checkbox"/> Administrative leave           |
| <input type="checkbox"/> Travel, tuition and per diem reimbursements to attend professional conferences and meetings |   |
| <input type="checkbox"/> Other ( <i>Describe</i> )   |   |

10. I believe the most significant problems facing VA nursing are (Mark all that apply):

- |  |  |
|--|--|
| <input type="checkbox"/> Unresolved educational requirements           | <input type="checkbox"/> Inadequate supervision                            |
| <input type="checkbox"/> Supervisory insensitivity to employee's needs | <input type="checkbox"/> Institutional insensitivity to employee needs     |
| <input type="checkbox"/> Lack of promotional opportunities             | <input type="checkbox"/> Low salary structure                              |
| <input type="checkbox"/> Lack of upward mobility support/programs      | <input type="checkbox"/> Lack of friendliness and warmth                   |
| <input type="checkbox"/> Very heavy work load                          | <input type="checkbox"/> Lack of professionalism                           |
| <input type="checkbox"/> Safety and/or security                        | <input type="checkbox"/> Inadequate working environment/working conditions |
| <input type="checkbox"/> Other ( <i>Describe</i> ):                    |  |

11. Comments

**NOTE: Return your completed questionnaire to the Program Coordinator. Feel free to add any additional comments on a separate page. Thank you for your cooperation and the best of luck in your future endeavors.**